

EXHIBIT A

Declaration of Chad Johnson

CONFIDENTIAL
FILED UNDER SEAL

Exhibit B

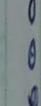


**Exhibit
0018**

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
07	02	03	04	05	06	07	08	09	10	11	12
13	14	15	16	17	18	19	20	21	22	23	24
25	26	27	28	29	30	31					

To the Best thing ever happened
to me.

To my worst distraction
To my Rhythm and Blues

To you 
my story 

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC																			
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

I just wanted you to comfort me
 when I called you late last night you see
 I was falling into love
 yes I was crashing into love
 oh, of all the words you said to me
 About life, the truth and being free
 yeah you sang to me oh how you sang to me
 girl, I live far how you make me feel
 so I question all this being real
 'cause I'm not afraid to love
 for the first time I'm not afraid to love
 oh, this day seems made for you and me
 And you showed me what life needs to be
 yeah you sang to me
 oh you sang to me

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC																			
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

All the while you were in front of me I never
 realized I just can't believe I didn't see it
 I didn't see it
 I can't believe it
 Oh but I feel it
 when you sing to me

How I long to hear you sing beneath the clouds
 blue skies
 And I promise you this time I'll see it in
 your eyes
 I didn't see it
 I can't believe it
 Oh but I feel it
 when you sing to me
 just to think you live inside of me
 this could be
 no idea how I had

Now I'm crazy for your love
 can't believe I'm crazy for your love

The words you said just sung to me
 And you showed me where I want to
 you sang to me
 oh you sang to me :::

JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
I hope you don't mind that I put down
in words
How wonderful life is while you're in the
world

I love you, and I'm so so so sorry for making
your life harder because of that..

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC																			
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

I love you but I feel it is not enough.
 I always wanted to live love stably and
 after all these years I finally found it.
 You are my story and I'll never give up on it.
 because I do love you.
 My love for you is true, pure and above all
 materialistic things.

I spent many nights awake thinking about you.
 I look at your picture and I feel my heart go
 so fast, I feel I want to cry on your shoulder
 my breath becomes harder and my body is
 trembling.
 I do, I have a different explanation to this, except
 is I'm in love with you.
 Your love is giving me strange power and is
 making me brave, also it's like I was
 to go out there and scream telling everyone
 "I love you" ❤️

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC

Today you asked me a question "do you feel

that I Lead you on ? "

And you know what .. I don't care so as long
I'm close to you ...

It hurts to think of you as a person who can
do that because I don't believe that you are
a beautiful person could do that to anyone

But .. I love being close to you and if
that's the only way , it is fine but don't
tell me when

Please ?

Lead me on

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC																			
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

The first time I saw you in my office , I fell in love immediately , my heart starts to beat fast and when we shook hands , I had a strange feeling of love all over my body .. I wanted to hug you and say it loud & "Here she is , I finally found her !!". I knew it is you from that day , something in your eyes , in your smile , may be in the way you talked attracted me too .

Your eyes are pulling me deep inside , they are driving me crazy every time I look at them . From that day , I knew I'll fight for you no matter what . I just wanted you to stay and to work together & you 've got my head spinning , no kidding .

I love you  I'm in love with you 

02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

o I watched the movie "Heat" and I found the right words I was looking for in that movie. Not members of life when I met you so Neil McCaulley "Robert De Niro" said to Eddy "Amy Brenneman" =

"The last thing I am is married. I'm a needle starting at zero, going the other way. a double blank and then some one like you, comes along."

It took me while to understand what he meant. This describes my life like a thermometer getting colder and colder below zero, freezing even.

"double block" = Something you say to exaggerate that you really got nothing left at all. I found "Heat" and warmth back in my life when you showed up.

Love you

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31											

what would I do without your sweet mouth?
 Drawing me in, and you kicking me out
 You've got my head spinning, no kidding
 I can't pin you down

What is going on in that beautiful mind?
 I'm on your magical mystery ride
 And I'm so ~~drunk~~, don't know what hit me
 But I'll be alright

My head's underwater but I'm breathing fine
 You're crazy and I'm out of my mind
 Cause all of me
 Love your curves and all your edges
 All your perfect imperfections
 Give your all to me
 I'll give my all to you

your're my end and my beginning
 Even when I lose I'm winning

Cause I give you all of me
 And you give me all of you, oh

JAN FEB MAR APR MAY JUNE JULY AUG SEP OCT NOV DEC
 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
 How many times do I have to tell you? Even when you're being playful. The world is beating you down, I'm around though every mood you're my downfall, you're my muse my worst distraction, my system and blues I can't stop singing. I'm ringing, is my head for you

Cards on the table, we are both showing hearts risking it all, though it's hard

Cause all of me  loves all of you 

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31											

• you asked me to stay as friends as I want to be the friend you fall hopelessly in love with. The

one you take into your arms and into your bed and into the private world you keep trapped in your head. I want to be that kind of friend.

the one who will memorize the things you say as well as the shape of your lips when you tell them.

I want to know cause you to design a smile just for me.

yes

yes

I want to be your friend

I want to be your best friend in the entire world

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC																			
01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

If my love were an ocean,
There would be no more land

If my love were a desert,
You would see only sand

If my love were a star late at night,
Only light

And if my love could grow wings,
I'd be soaring in flight.

I want you to promise being with me always
 I cannot survive without you
 You are the one whom I trust and with whom
 I can share the most loving and most bitter
 experiences of life.

Never in my life have I felt more dedicated to
 anything. I pledge my life and my love to you
 and I promise to keep investing my time and energy
 into the wonderful relationship that we have together.
 Every day I learn something new about you and I
 am always reminded of how amazing you are.
 Together, we can have the greatest adventure of
 all time.

I want to say you are very precious to me. I love
 to be close to you. You are more beautiful, than
 sunshine, more precious than gold.
 You are sweeter than Candy and more lovely than
 the moon. You are exquisite and delightful, special and unique.

you entered my heart slowly , quietly and passionately
your love spread though me
Now why are you so perfect ,

God only knows . . .

In every direction , there is you — just you
my emotions are rising and I am losing control
of Breath ;

My Heart is beating fast
what madness , what obsession . . .
what can I say of my state now ?
My heart , my soul , my whole world
you are my only desire
My sweetest joy you !

JAN	FEB	MAR	APR	MAY	JUN	JULY	AUG	SEP	OCT	NOV	DEC
01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31											

- I hate Fridays and I love Mondays
- I hate Fridays because it is the last day of the week and I will not see you for an entire 48 hours
- I love Mondays because it brings you back to me

- My only help on the weekends is your picture. I look at you and it helps me to go through better difficult hours
- I wake up every morning thinking of you. I can't wait to bring you coffee and breakfast every morning.
- I found in them excuses to see you early in the day. So far I try to find excuse in every thing to call you, to talk to you and to see you too
- I love your texts, I love to talk to you, to listen to your lovely voice too.
- I know it will not be too long before everyone knows but I really don't care about anybody else.

• why are you so perfect?

- I'm amazed when I look at you. But because of the fact that everything we ever wanted is right in front of me.
- Never in a million years did I think I'd find someone so utterly and completely perfect, someone who would make me happier than I ever dreamed I could be. Not would touch my life so profoundly and give me a whole new reason to breathe. But then I found you and realized that everything I anticipated you to be doesn't even compare to who you are.

- You're my definition of perfect. *Q*

you are my best friend, my human diary and my other half. You mean the world to me and I love you

you are the last thing on my mind every night and
you are the first one to fill my thoughts every morning-
Everybody is broke a blessing because I know that
I get to wake up knowing that I'll see you
and I'll talk to you.

Love me even more , even more
 Oh my most beautiful fit of madness , even more
 love me even more
 Drawn me even more , my body , He ~~sea~~ is calling
 be
 Kill me even more , may be death would be my
 rebirth
 Oh most beautiful woman in the universe , love me
 Oh you whom I loved until love burned , love
 me
 If you're looking for somewhere to stay , I'd
 have you reside in the light of my eyes
 Your love is my my to me
 No longer mother to me
 I'm the oldest epistol of phasonic inscription
 My pain extends like a flock of birds from
 My bosomed to China
 my heart's Candy my April
 Oh you're The sands of the sea and the soul of
 my soul , forests of olives
 A taste of snow and a taste of fire and a flavor
 of my doubt and certainty
 I feel scared of the unknown so shelter me .

وَشَطَّتْتَ سَّيْرَاهُ مِنْهُ
مِنْ أَعْدَتْ أَنْتَقَتْ سَيْرَاهُ
وَرَكِّتْ بَرْبَرَيْخَ عَوْنَانَ

For you . I left all women and left history
behind me
and scratched out my birth certificate
and cut up all my arteries . . .



JAN FEB MAR APR MAY JUN JUL AUG SEP OCT
 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

• I couldnt tolerate seeing you upset this
 morning
 It kills me seeing these broken eyes of you
 filled with tears

God I wanted to say these words to you to
 assure you I'll be back for you . . .

I will fight for you . . .

we were down from the necks
 we were bare like soldiers
 falling down under the pale moonlight
 You were holding to me
 like someone broken
 and I couldn't tell you but I'm telling you now

Just let me hold you while you're falling
 Just let me hold you and we'll both

fall on me tell me everything you want me to be
 scared with you
 scared in me
 scared the same . . .

Just let me hold you
while you're following ~~apart~~

Just let me hold you
and we will both ~~be~~ ~~be~~
~~be~~ on me
Tell me everything you want me to be
Forever with you
Forever in me
Forever the same
I'll be here for you
And you will be there for me

what is going on?
 You've changed a lot. Why do you avoid me?
 No texts or messages for few days now. I miss you so much.

Did I do anything wrong? I'm tired and I truly miss you. I miss our conversation and I miss you a lot. Now am I being crazy?
 I guess you felt also something changed because you asked me if I was mad at you? I'm not and I can't and I'll never be mad at you. But I'm disappointed.
 I'm disappointed with the way you're behaving. Please don't be cruel. Please come back and don't change.
 I do love you and I do miss you.

JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC
01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

September 28th

→ The worst day of my life

The day you returned everything to me .
The day you were angry with me in a way
I never saw it before .
You just broke me forever .
But I still and I will always love you .

Exhibit C

First I don't want our conversation today to come across as I'm still trying. So please let me finish all what I need to say. I learned long time ago not to have this kind of conversation with someone who is angry or upset and especially if that someone means a lot to me because it always goes bad. So I wanted things to cool off a bit before I talk to you and the other day I was in a hurry to catch my flight so it did not seem to be the right time either but I don't like to leave things unsolved or pending like that. So consider this is my last talk to you about this subject. I also hate flying, so you never know may be I'll never see you again either, that's why I really wanted to finish these issues today...

I also spent a fair amount of time thinking about what I'm going to say to you today because it is hard for me.

Something happened the other day made me think, really think about what happened. I was buying my usual morning coffee and you know what the guy told me: "Just the mocha, no cold press today?"... This made me sad, really sad that things between us changed that much that quickly.

So I start thinking in the last few days how and why this happened? Again, please I'm not here asking you to rethink or change your mind. You pretty much made it clear to me what your decision was. And I'm the one to blame. Before I left to Toronto, I asked you if you wanted to return the ring and you said no because you loved it. But I told you to take your time and think about it before you make your decision. When I was there we were texting and you asked me how I feel about next week, and I told you I'm afraid of coming back. You know why? Because I was terrified of you returning my gift back. When the following week came, I was terrified every single day, almost no sleep as I expect the next day morning you're giving everything back to me and when the week was almost over, I was so happy that things stayed the same. But anyway, maybe I screwed things up when I texted you that weekend but I'm sure you understand why I had to do that. Anyway by returning my gifts, in my mind this was very insulting to me and I'll never forget that but I understand what you're going through. While this never happened to me before, it really affected me a lot. I can't delete your upset angry image from my head and I don't think I'll ever be able to. It was just one of the worst days I've been through lately. But anyway, I guess time to move on...

Yesterday morning you were angry during rounds, upset as if I'm attacking you with my questions or comments. You even told me that "I'm trying to get you in trouble" which was really shocking to me. Is that what you really thinking-after all this-or you were just upset of something else. Because I'm the last person to get you in trouble, I'm your real supporter here if not the only one who actually has your back and this will not change

Then I looked at you yesterday afternoon, doing all this great work with patients and multitasking millions of things at the same time: PD drain, taking sutures out, placing wound VAC, changing dressing, closing an incision plus all other patient care stuff and I was impressed with how good your work is and I would love for this to continue..

But since our last conversation, I noticed several things that changed in you and I will tell you what I've seen and correct me if I'm wrong or just paranoid:

You used to follow-up before you leave the hospital about all patients, you stopped, in fact you did not even tell me the other day that you were leaving, I'm not asking you to take my permission, but

I'm just saying you've changed. You even used to ask me about the patients on the weekend, you used to be on top of everything and having control over everything but I don't feel you are yourself anymore. You start talking like others. When asked you while I'm in Florida, to call Ms. Reisdorf to change her surgical date...I never expected you will say "I can't.", you were always on top of these things, you didn't even try and you told me that she doesn't have a phone or whatever reason it is.... Although Rachel was able to get hold of her right away. Remember when you changed my clinic and OR cases one day for so I can do a baby case without me even telling you what needs to be done. And I was impressed that you thought about this immediately. This is Rebecca that I know... The TEE report on Lauren Woods, you would have sent it to me by email like you used to and you didn't. You've changed and I hate to see you changed.

Words like: "I can't. It is not my job, I'm just the messenger, I'm just telling you..." you know how much these words affect me? It makes me upset and especially when it comes from someone like you. I never expected these words will come out of your mouth one day because I know it is not you who is talking.

I don't want you to change from someone who loves doing her job to someone who is just doing her job like everyone else. I don't see your heart at work anymore which makes me sad. You seem frustrated and a bit angry, so please go back to Rebecca that I know.

Do you remember one day when you sent me a message telling me that a long line of people are waiting to wipe out when they were leaving. Waiting for the clock to hit 5:00 exactly? You were laughing at that because you never did it. You never thought about your time here because you loved your job and I don't want this to change. I'm not asking you to stay late, you are free to do whatever you want but I'm just telling you what I've noticed.

Rebecca, I don't want things at work to change between us. We have been working together for a good period of time now and we can't ignore each other. I want you to continue doing your great work and I want to teach you everything I know and I will continue to help you. What you've said to me will not change this if that's what you are worried about.

I don't want to leave bad memories in any one's head and especially you. You are very talented, and smart. You are one of the few people that I've met who can multitask successfully and you can do more and more great work and we have a lot to do. I'm always proud of you and I love this work relationship to continue. We have a lot to produce and you've a lot of potentials to be great one day. I want you to succeed because this will make me happy.

Anything else, it is my personal life and I will deal with it. It has nothing to do with you. I hope these words help clarifying things a bit more and at the end it is your decision.

So Thank you for all your help and for all what you do.....

Exhibit D

Expense Report**Report Name : MN0915645-01/15/2018-Bahrain****Trip Number & Location : MN0915645-01/15/2018-Bahrain****Employee Name : Said, Sameh M.****Employee ID : 000183475****Report Header****Policy : Mayo Travel Expense Policy****Description : Rachel 57066****Report Id : 0777778E38784C83BF37****Report Date : 02/03/2018****Meal (0065010000)**

Transaction Date (Date Paid)	Expense Type	Payment Type	100% Personal - Employee Responsibility	Merchant Name	Amount	Approved Amount	Personal Amount - Custom 30	Adjusted Claimed Amount	Has Allocation
01/20/2018	Meal (0065010000)	BOA Corporate Card - IBCP	No	HMSHOST AMSTERDAM SCHIPHOO	6.92	6.92	0.00	6.92	No

Parking (0065000000)

Transaction Date (Date Paid)	Expense Type	Payment Type	100% Personal - Employee Responsibility	Merchant Name	Amount	Approved Amount	Personal Amount - Custom 30	Adjusted Claimed Amount	Has Allocation
01/20/2018	Parking (0065000000)	BOA Corporate Card - IBCP	Yes	MSP AIRPORT PARKING	192.00	0.00	0.00	0.00	No

Personal Expense

Transaction Date (Date Paid)	Expense Type	Payment Type	100% Personal - Employee Responsibility	Merchant Name	Amount	Approved Amount	Personal Amount - Custom 30	Adjusted Claimed Amount	Has Allocation
01/18/2018	Personal Expense	BOA Corporate Card - IBCP	Yes	SEVEN SEAS JEWELLERY	514.68	0.00	0.00	0.00	No
01/17/2018	Personal Expense	BOA Corporate Card - IBCP	Yes	DEBENHAMS	1,763.84	0.00	0.00	0.00	No

Report Total : 2,477.44

Company Disbursements

Amount Due Employee : 0.00

Amount Due Company Card : 6.92

Total Paid By Company : 6.92

Employee Disbursements

Amount Due Company Card From Employee : 2,470.52

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Sunday, February 4, 2018 12:38 AM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: Bahrain

What do I need to do with this? Don't tell my wife, she will freak out

From: Johnson, Rachel M. [RO CAR]
Sent: Saturday, February 03, 2018 2:09 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: Bahrain

Or nevermind....you spent \$1,763.84 at a store?? Debenhams???
And a \$514.68 at Seven Seas Jewelery??

From: Johnson, Rachel M. [RO CAR]
Sent: Saturday, February 03, 2018 2:07 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: Bahrain

I need receipts for this trip, PLUS, I thought they were paying for your hotel there? The charge is on your credit card.....

Rachel M. Johnson | Cardiovascular Surgery | Medical Secretary to: Sameh M. Said, M.D., Simon Maltais, M.D., Ph. D., and Juan A. Crestanello, M.D. | Ph: 507-255-7066 | Fax: 507-255-8674 |
johnson.rachel4@mayo.edu

Mayo Clinic | 200 First Street SW | Rochester, MN 55905 | mayoclinic.org

Mayo Clinic, a mission-driven worldwide leader in health care for 150 years.
<http://150years.mayoclinic.org/>

Exhibit E

Travel Card

Scope

This policy applies to all Mayo Clinic employees.

Purpose

The Supply Chain Management (SCM) Corporate Travel Credit Card (travel card) is designed for use by Mayo Clinic students, voting staff, residents, and employees who travel for Mayo Clinic business purposes. It may also be used for non-travel related business expense as defined in this policy. This policy ensures that Mayo Clinic employees adhere to federal, legal and financial requirements to avoid severe penalties.

Policy

- The travel card is the property of Mayo Clinic and is required to be used for all Mayo Clinic business related travel expense.
- The cardholder and their Manager/Supervisor are responsible for ensuring that all purchases are for legitimate business needs and are in compliance with all Mayo Clinic Policies and Procedures.
- Application for the travel card requires authorization by the applicant's direct supervisor or an administrator. The supervisor may assign any of the below available credit limits up to the maximum allowed for the cardholder's category:
 - Student/Resident: Max: \$5,000.00 (Other available limits: \$2,000.00 and \$1,000.00)
 - Allied Health Staff: Max: \$8,000.00 (Other available limits: \$5,000.00, \$2,000.00, and \$1,000.00)
 - Administrative Assistant: Max and only available limit: \$1,000.00
 - Voting/Consultant Staff: Max: \$12,000.00 (Other available limits: \$8,000.00, \$5,000.00, \$2,000.00, and \$1,000.00)
- Federal law requires the financial institution supporting the travel card to obtain, verify, and record information that identifies each person who opens an account. To process the application, the financial institution must have your name, street address, date of birth and other identifying information. The financial institution may ask for identifying documents from you as well.
- Cards are issued in an individual's name; however, its use does not affect personal credit or utilize personal credit scores. Sharing cards is prohibited.
- Cardholders are responsible for all charges on the travel card. Per IRS guidelines, reimbursement of business expense after 90 days will be taxable to the cardholder.
- Cardholders are responsible for reconciling charges on the card in a timely manner (recommended within 14 days) after the charge was incurred.
- The reconciliation process must include correctly identifying all charges as either business or personal expense.

- Cardholders must provide any required supporting documentation through the SCM approved mechanism.
- The following are examples of unacceptable uses of the travel card. This list does not include all potentially unacceptable transactions.

<ul style="list-style-type: none"> ◦ Cash ◦ Gift Cards ◦ Products and services (including but not limited to: capital equipment, medical supplies, office equipment, and office supplies) 	<ul style="list-style-type: none"> ◦ Computer hardware or software – unless otherwise specified by policy such as Dues and Professional Reimbursement Policy
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- The following are examples of acceptable uses of a travel card. This list does not include all potentially accepted transactions.

<ul style="list-style-type: none"> ◦ Travel arrangements ◦ Seminars and registrations ◦ Expenses incurred while traveling as allowed within Travel Policies 	<ul style="list-style-type: none"> ◦ Meals for business purposes as allowed in the Food and Beverage policy.
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- The travel card should not be used for personal expenses – except on a limited basis while on a Mayo Clinic business related trip.
- Balance for non-reimbursed expenses placed on the card must be paid in full within 30 days of the expenditure directly to Bank of America by the cardholder.
- Any misuse and/or abuse will be documented and may result in:
 - Notification to Manager/Supervisor
 - Suspension of card privileges
 - Termination of card privileges
 - Formal corrective action up to and including termination; as determined by the employee's leadership and Human Resources Service Partner.
- Cardholders and their Manager/Supervisors are required to respond promptly to Supply Chain Audit and Controls requests for documentation or clarification of any purchase made with the card.
- If a cardholder's travel card is closed for violation of policy, any unpaid balance at the time the card is closed will be charged to the cardholder's department account and reported as taxable income to the cardholder. It is the responsibility of the cardholder to notify SCM of any payments to the department that decrease the taxable amount. To request a replacement credit card, an SCM policy exception, requesting reinstatement, must be submitted and approved by immediate supervisor. The account must be at a \$0.00 balance for 30 days before submitting a policy exception. After review and approval by SCM, a new card may be issued.
- Cardholder must surrender the travel card to their immediate supervisor prior to departure of employment.
- Cardholders are personally responsible for all late payment fees.

Procedure

1. The potential cardholder submits an application electronically and acknowledges the terms & conditions.
2. The application is forwarded to their direct supervisor for review and approval. By authorizing this application, the direct supervisor or administrator confirms that this employee is in good standing with Mayo Clinic. In addition, this approval indicates the employee is aware of the requirements and limitations that Mayo Clinic has placed upon the travel card and will travel on behalf of the organization.
3. Once the application is approved by the direct supervisor or administrator, the application is routed to the Mayo Clinic Corporate Credit Card team for review and action.
4. The Corporate Credit Card team reviews the application to ensure requested use is in compliance with Policy. If the application is approved by the Corporate Card team, the card will be ordered and sent directly to the cardholder's home address within 10-14 business days.
5. Once received, the cardholder is able to use the card as described in this policy.
6. The cardholder will reconcile the card transactions and attach the required supporting documentation within a timely manner in the SCM approved mechanism.
7. The cardholder will pay the credit card provider directly for any personal portions within 30 days of the expenditure.
8. Regular audits of purchases will be conducted by Supply Chain Audit and Controls and cardholders will be contacted as necessary to ensure compliance with all appropriate policies and processes.
9. Any questions or concerns with the card can be directed to Supply Chain Management Customer Support at 507-266-5551 during normal business hours of 7AM – 5PM CST Monday - Friday.

Related Document(s)

[How do I buy that guide](#)

[Travel Card Online Application](#)

Definitions

N/A

References

N/A

Approved by

Supply Chain Leadership Management Team (SCMLT)

Owner

Dan Schmitz on behalf of Supply Chain Leadership Management Team (SCMLT)

Contact

Scott Hammer, Reviewer

Amy Conway, Contact

Revision History

Date	Synopsis of Change
6/15/2017	Policy standardization

Content Information

Notification Recipient: Alberts, Heidi D.

Content ID: DOCMAN-0000191818

Effective Date of Current Version: 06/26/2017

Site(s): Arizona, Florida, Rochester, Albert Lea, Austin, Cannon Falls, Decorah, Eau Claire, Fairmont, Faribault, La Crosse, Lake City, Mankato, Menomonie, Owatonna, Red Wing

Workflow Reviewer Name(s): Hammer, Scott A.

Workflow Approver Name(s): Schmitz, Daniel K. (Dan)

Scheduled Review Due Date: 11/01/2018

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Master copies are retained online. Printed copies are considered current only on the date printed.

Exhibit F

From: Johnson, Rachel M. [RO CAR] [Johnson.Rachel4@mayo.edu] on behalf of Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu>
Sent: Wednesday, September 19, 2018 10:32 PM
To: Said, Sameh M., M.B., B.Ch., M.D.; Said, Sameh M., M.B., B.Ch., M.D.
Subject: RE: Mayo Travel Card Warning REF:0407012829

Good! I can't wait for AZ next week

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Wednesday, September 19, 2018 4:27 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Mayo Travel Card Warning REF:0407012829

Anyway on the good side I just finished seeing all patients and all good for tomorrow
Now going for the lobster

Sent from my iPhone

On Sep 19, 2018, at 5:24 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

HAHHAHA

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Wednesday, September 19, 2018 4:20 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Mayo Travel Card Warning REF:0407012829

What the fuckkkkkkkkk?
I don't want to apologize to those assholes
Next time I'll use this card in the nightclub

Sent from my iPhone

On Sep 19, 2018, at 5:17 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

This is the \$100 gift card for Kevin. Please copy and paste this for a response:

I understand Mayo Clinic policy, and am sorry for the inappropriate use of my card. My secretary marked this as a personal expense in Concur, as it was, so there shouldn't be any further issues.

**Thank you
Sameh**

OR something like that, but idk why they care. It's not like I'm asking Mayo to pay for it. IT was marked as 100% personal from the beginning.

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Wednesday, September 19, 2018 4:11 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Fwd: Mayo Travel Card Warning REF:0407012829

What are these people talking about?
Before I say something inappropriate, I don't recall that but it has to be during a trip but I don't remember
Can you tell me before I reply with something inappropriate to them ?

Sent from my iPhone

Begin forwarded message:

From: Mayo Clinic Corporate CRM Card
<mccorporatecrmcard@mayo.edu>
Date: September 19, 2018 at 4:59:04 PM EDT
To: "Said, Sameh M., M.B., B.Ch., M.D."
<Said.Sameh@mayo.edu>
Subject: Mayo Travel Card Warning REF:0407012829

Sameh Said,

We are writing in regard to inappropriate activity on your Mayo Travel Card.

Our records indicate the Bank of America card was used on 9/5/2018 at Nova Restaurant Group in the amount of \$102.50.

Use of this card should be restricted to business expenses while traveling for Mayo Clinic only.

If this abuse continues, your account may be terminated and notification will be sent to your supervisor and HR service partner.

You are expected to remit your full personal balance to Bank of America by end of the next billing statement.

Please let us know if you have any questions.

Thank you,

Mayo Clinic Corporate Credit Card Team
Email: MCCorporateCC@mayo.edu
Phone: 507-266-5551 for Customer Support
Fax: 507-266-4270

Mayo Clinic
200 First Street SW
Rochester, MN 55905
www.mayoclinic.org

Exhibit G

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, June 20, 2018 10:03 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: WTSA

But I don't want her to know...

Sent from my iPhone

On Jun 20, 2018, at 4:02 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Maybe she wants to know what you're doing

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, June 20, 2018 3:57 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: WTSA

Why my wife needs to know this?

Sent from my iPhone

On Jun 20, 2018, at 3:53 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Tuesday, June 26, 2018

Flight to Los Angeles

Flight leaves Minneapolis (MSP) on Tuesday, June 26 at 2:25pm with Delta – arriving in Los Angeles (LAX) at 4:18pm (3hrs, 53min). **Flight Confirmation:** **JQQYMN**

Pick up HERTZ Rental Car – Confirmation #: H6694544517GOLD

Hotel Reservation

The Ritz-Carlton Bacara, Santa Barbara
8301 Hollister Avenue
Santa Barbara, CA 93117
Check-in: 6/26 (4pm)
Check-out: 7/1 (12pm)
Confirmation #: **95827941**

Wednesday, June 27, 2018

New Member/WTSA Welcome Reception

7:00pm – 9:00pm

Ocean Lawn

**Resort Attire*

Thursday, June 28, 2018

Spanish Nights Theme Dinner

6:00pm – 10:00pm

Arrival Courtyard

**Cocktail Attire*

Friday, June 29, 2018

Free Evening

Starting at 2pm.

Saturday, June 30, 2018

Family Luncheon

12:30pm – 2:00pm

Ballroom Terrace and Veranda

President's Reception and Banquet

7:00pm – 11:00pm

Ballroom Terrace and Ballroom A&B

**Black Tie/Evening Dress Attire Preferred*

Sunday, July 1, 2018

Flight to Minneapolis:

Departing flight from Los Angeles (LAX) leaves Sunday, July 1 at 1:10pm with

Delta – arriving in Minneapolis (MSP) at 6:51pm (3hrs, 41min). **Flight**

Confirmation: JQQYMN

Have fun! Enjoy the nice weather!

Rachel

<Flights.pdf>

<Hotel Confirmation.pdf>

<Registration.pdf>

<Social Program.jpg>

Exhibit H

Exactly and he doesn't get in the middle of things or try to stir things up

From: Said, Sameh M., M.D.
Sent: Thursday, November 16, 2017 9:43 AM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: Secret Santa Exchange

What I hate is the two faces person who is an asshole and trying to show he is nice. I prefer to stay an asshole

You see, my problem is I'm not like these guys and they know that, that's why they hate me. I just don't fit between them

I was trained by Dr. Schaff and that may be an issue but he behaves the same way too, doesn't respond to this shitt

From: Johnson, Rachel M. [RO CAR]
Sent: Thursday, November 16, 2017 9:39 AM
To: Said, Sameh M., M.D.
Subject: RE: Secret Santa Exchange

Yeah that's disgusting but it's the same way here in the office with my two people

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 5:05 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

You see the shitt I'm dealing with. They kiss each other ass and they kiss Dearani ass

I hate everyone

I'm just swallowing

Sent from my iPhone

On Nov 15, 2017, at 11:00 PM, Johnson, Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

Lol

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 5:00 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

Why?

No body will know ...it's secret

Sent from my iPhone

On Nov 15, 2017, at 10:59 PM, Johnson, Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

Please no

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 4:55 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

I decided I'm bringing my secret Santa gifts from Victoria secrets then they will stop that shitt forever

Sent from my iPhone

On Nov 15, 2017, at 10:50 PM, Johnson, Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

Why!

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 4:51 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Fwd: Secret Santa Exchange

I want to throw up

Sent from my iPhone

Begin forwarded message:

From: "Johnson, Rachel M. [RO CAR]"
<Johnson.Rachel4@mayo.edu>
Date: November 15, 2017 at 10:25:11 PM GMT
To: "Said, Sameh M., M.D." <Said.Sameh@mayo.edu>
Subject: RE: Secret Santa Exchange

Lol. You know who Santa is right?

Secret santa is a game where you exchange names with people in the office and secretly get them gifts throughout the week and place them on their desk without them knowing. They are supposed to try and figure out who their "secret santa" is. The last day of the week, normally people give the biggest gift (up to \$15)

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 4:24 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

Listen i have language barrier and I don't understand a lot of this American and definitely non of the Canadian bullshit

So I need an explanation

Sent from my iPhone

On Nov 15, 2017, at 10:22 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

That sounds too mushy gushy

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 4:22 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

You are my secret Santa

Sent from my iPhone

On Nov 15, 2017, at 10:21 PM, Johnson, Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

What is the title

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 4:21 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

That's the title of my feather to you....I just couldn't write it

Sent from my iPhone

On Nov 15, 2017, at 10:20 PM, Johnson, Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

Haha

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 4:19 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Secret Santa Exchange

You are my secret Santa

I'm not participating to fix Dr.Maltais Ego

I know where is my gift is going to go...

Sent from my iPhone

On Nov 15, 2017, at 10:14 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Lol. I would advise you not to participate because you might get Melanie or Brenda's name

From: Said, Sameh M., M.D.
Sent: Wednesday, November 15, 2017 3:42 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Fwd: Secret Santa Exchange

I don't hide secrets from you

Sent from my iPhone

Begin forwarded message:

From: "Maltais, Simon, M.D., Ph.D." <Maltais.Simon@mayo.edu>
Date: November 15, 2017 at 9:39:35 PM GMT
To: "Bagameri, Gabor, M.D." <Bagameri.Gabor@mayo.edu>, "Cicek, M. Sertac, M.D." <cicek.m@mayo.edu>, "Daly, Richard C., M.D." <rdaly@mayo.edu>, "Dearani, Joseph A., M.D." <jdearani@mayo.edu>, "Greason, Kevin L., M.D." <Greasong.Kevin@mayo.edu>, "Maltais, Simon, M.D., Ph.D." <Maltais.Simon@mayo.edu>, "Pochettino, Alberto, M.D." <Pochettino.Alberto@mayo.edu>, "Said, Sameh M., M.D." <Said.Sameh@mayo.edu>, "Schaff, Hartzell V., M.D." <schaff@mayo.edu>, "Stulak, John M., M.D." <Stulak.John@mayo.edu>, "Dearani, Joseph A., M.D." <jdearani@mayo.edu>, "Miller, Jordan D., Ph.D. [RO PHARM]" <Miller.Jordan@mayo.edu>
Cc: "Jones, Renee M., M.S." <Jones.Renee@mayo.edu>
Subject: FW: Secret Santa Exchange

Dear colleagues,

I suggested to Nadine and Melody we (on a voluntary basis) be included to the Secret Santa this year with our office staff. I think it would promote camaraderie and positive spirit within our group.

Here are the details for everyone who would like to be involved.

Gift Price Range: \$10.00-\$15.00

We will pick names Thursday, November 16th

We will do the exchange on the week of December 4-8th.

We came up with two options: You can give one gift for your Secret Santa on December 8th or you can give small gifts each day.

If you could type a note with hints along with your gift about yourself so your Secret Santa can try to guess who you are.

Bringing the Christmas spirit, Excitement and Laughter to CVS!!!

I will have printed copies to fill during department meeting, or please feel free to complete online and send to me.

Cheers.

S

From: Merkel, Nadine A.
Sent: Wednesday, November 15, 2017 10:12 AM
To: Maltais, Simon, M.D., Ph.D.
Subject: Secret Santa Exchange

Nadine A Merkel | Cardiovascular Surgery| Secretary |
Ph: 507-293-1375 | Fax: 507-255-7378 |
merkel.nadine@mayo.edu Mayo Clinic | 200 First
Street SW | Rochester, MN 55905 | mayoclinic.org
Mayo Clinic, a mission-driven worldwide leader in
health care for 150 years.
<http://150years.mayoclinic.org/>

Exhibit I

From: Said, Sameh M., M.D.
Sent: Saturday, November 25, 2017 5:00 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Flights to Bahrain

Fuck Melanie

Sent from my iPhone

On Nov 24, 2017, at 10:05 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Well here you go..... Melody listening to my whole conversation while trying to book Hend's flight. Came over to my desk and said "You cannot be booking her travel. Since this is personal, she needs to book herself or have Sameh do it."

From: Said, Sameh M., M.D.
Sent: Friday, November 24, 2017 2:30 PM
To: Johnson, Rachel M. [RO CAR]
Cc: Hend Mohamed
Subject: Re: Flights to Bahrain

Obvious

I don't have any body on my side in this freaking department

Sent from my iPhone

On Nov 24, 2017, at 10:28 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

I am on her side!

From: Said, Sameh M., M.D.
Sent: Friday, November 24, 2017 2:27 PM
To: Johnson, Rachel M. [RO CAR]
Cc: Hend Mohamed
Subject: Re: Flights to Bahrain

That's what happens when I leave her alone for awhile, she becomes creative

Sent from my iPhone

On Nov 24, 2017, at 10:26 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

☺ THAT WAS A **GREAT** RESPONSE. Hahahaha
Do you want a window or isle seat?

From: Hend Mohamed [mailto:hannouda_03@yahoo.com]
Sent: Friday, November 24, 2017 2:17 PM
To: Johnson, Rachel M. [RO CAR]
Cc: Said, Sameh M., M.D.
Subject: Re: Flights to Bahrain

Thank you very much Rachel for advocating on my behalf 😊. We know you, Sameh, you are a rich guy so leave poor or mid- level people like me to enjoy the convenience of the economy class flight✈️. Rachel, we will definitely switch seats before 2 hours flying. Yes, please, go ahead and buy the Delta economy through Mayo Clinic. Thanks for your time!
Hend

Sent from my iPhone

On Nov 24, 2017, at 10:59 AM, Said, Sameh M., M.D.
<Said.Sameh@mayo.edu> wrote:

You're both good and not part of most people
I'm sitting in business class

Sent from my iPhone

On Nov 24, 2017, at 6:58 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Well I wouldn't either for \$8500

From: Said, Sameh M., M.D.
Sent: Friday, November 24, 2017 10:56 AM
To: Johnson, Rachel M. [RO CAR]
Cc: Hend Mohamed
Subject: Re: Flights to Bahrain

I know but i also know how she thinks?
After two hours flying there will be a
kiss and a question “Honey, can we
switch seats?”
So I’m not
She does not want to buy a business
class ticket
Thanks

Sent from my iPhone

On Nov 24, 2017, at 6:53 PM, Johnson,
Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

No but for your
wife....

From: Said, Sameh M.,
M.D.
Sent: Friday, November
24, 2017 10:51 AM
To: Johnson, Rachel M.
[RO CAR]
Cc: Hend Mohamed
Subject: Re: Flights to
Bahrain

I'm not changing my
seat on the flight

Sent from my iPhone

On Nov 24, 2017, at
6:45 PM, Johnson,
Rachel M. [RO CAR]
[Johnson.Rachel4@ma
yo.edu](mailto:Johnson.Rachel4@mayo.edu) wrote:

Directl
y
throug
h Delta
(Econo
my):
\$1,052
.46
Directl
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throug
h Delta
(Busin
ess
Class):
\$8,533
.46

Expedi
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my):
\$1,059
.46

Mayo
Clinic
(Econo
my):

1,052.

46

Rachel

M.

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Dr.

Sameh

M.

Said,

M.D. |

Ph:

507-

255-

7066 |

Fax:

507-

255-

8674 |

johnso

n.rache

14@ma

yo.edu

Mayo

Clinic

| 200

First

Street

SW |
Roches
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MN
55905 |
mayocl
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*Mayo
Clinic,*
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driven
worldw
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leader
in
health
care
for
150
years.
[http://
150ye
ars.ma
yoclini
c.org/](http://150years.mayoclinic.org/)

Exhibit J

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Thursday, January 25, 2018 1:56 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: Workplace Sexual Harassment

Good to know

Sent from my iPhone

On Jan 24, 2018, at 7:42 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Lol. Oh you'll know if I complained.. I would have complained to you before I'd turn you in

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, January 24, 2018 7:23 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: Workplace Sexual Harassment

Good, because it seems like it is the most famous theme going now in this country
Just let me know before that and I will just leave quietly

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, January 24, 2018 7:22 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: Workplace Sexual Harassment

HA! No. I wouldn't backstab you like that.

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, January 24, 2018 12:50 PM
To: Johnson, Rachel M. [RO CAR]
Subject: FW: Workplace Sexual Harassment

Did you complain?

From: Jones, Renee M., M.S.
Sent: Wednesday, January 24, 2018 8:11 AM
To: Bagameri, Gabor, M.D.; Cicek, M. Sertac, M.D.; Crestanello, Juan A., M.D.; Daly, Richard C., M.D.; Greason, Kevin L., M.D.; Maltais, Simon, M.D., Ph.D.; Pochettino, Alberto, M.D.; Said, Sameh M., M.D., M.B., B.Ch.; Schaff, Hartzell V., M.D.; Stulak, John M., M.D.; Miller, Jordan D., Ph.D. [RO PHARM]
Cc: Dearani, Joseph A., M.D.
Subject: FW: Workplace Sexual Harassment

Good morning,
Please review the attached and let me or Dr. Dearani know if you have any questions or concerns.

Renee Jones, M.S.
Operations Manager, Cardiovascular Surgery
Mayo Clinic
Office: 507.255.9165

Pager: 3-4958

From: Dearani, Joseph A., M.D.
Sent: Wednesday, January 17, 2018 5:11 PM
To: Jones, Renee M., M.S.
Subject: FW: Workplace Sexual Harassment

From: Kroeger, Brenda L.
Sent: Wednesday, January 17, 2018 4:29 PM
To: DL RST Department Chairs; DL RST Division Chairs
Cc: Wendorff, Stephanie R., SPHR, SHRM-SCP; Kroeger, Brenda L.
Subject: Workplace Sexual Harassment

Sent on behalf of Charanjit Rihal, M.D., Chair, Rochester Personnel Committee

The topic of Sexual Harassment was discussed at the December 13th Department Chairs meeting. This is a summary of key information, please discuss with your leadership team.

Brenda L. Kroeger | Executive Assistant to: Charanjit Rihal, M.D., Chair, Personnel Committee | Stephanie R. Wendorff, PHR, Secretary, Personnel Committee |
Phone: (507)266-4707 | kroeger.brenda@mayo.edu
Mayo Clinic | 200 First Street SW | Rochester, MN 55905 | www.mayoclinic.org

From: Jones, Renee M., M.S.
Sent: Wednesday, January 24, 2018 2:11 PM
To: Bagameri, Gabor, M.D.; Cicek, M. Sertac, M.D.; Crestanello, Juan A., M.D.; Daly, Richard C., M.D.; Greason, Kevin L., M.D.; Maltais, Simon, M.D., Ph.D.; Pochettino, Alberto, M.D.; Said, Sameh M., M.D., M.B., B.Ch.; Schaff, Hartzell V., M.D.; Stulak, John M., M.D.; Miller, Jordan D., Ph.D. [RO PHARM]
Cc: Dearani, Joseph A., M.D.
Subject: FW: Workplace Sexual Harassment
Attachments: Workplace Sexual Harassment.docx

Good morning,
Please review the attached and let me or Dr. Dearani know if you have any questions or concerns.

Renee Jones, M.S.
Operations Manager, Cardiovascular Surgery
Mayo Clinic
Office: 507.255.9165
Pager: 3-4958

From: Dearani, Joseph A., M.D.
Sent: Wednesday, January 17, 2018 5:11 PM
To: Jones, Renee M., M.S.
Subject: FW: Workplace Sexual Harassment

From: Kroeger, Brenda L.
Sent: Wednesday, January 17, 2018 4:29 PM
To: DL RST Department Chairs; DL RST Division Chairs
Cc: Wendorff, Stephanie R., SPHR, SHRM-SCP; Kroeger, Brenda L.
Subject: Workplace Sexual Harassment

Sent on behalf of Charanjit Rihal, M.D., Chair, Rochester Personnel Committee

The topic of Sexual Harassment was discussed at the December 13th Department Chairs meeting. This is a summary of key information, please discuss with your leadership team.

Brenda L. Kroeger | Executive Assistant to: Charanjit Rihal, M.D., Chair, Personnel Committee |
Stephanie R. Wendorff, SPHR, Secretary, Personnel Committee |
Phone: (507)266-4707 | kroeger.brenda@mayo.edu
Mayo Clinic | 200 First Street SW | Rochester, MN 55905 | www.mayoclinic.org



Memo

200 First Street SW
Rochester, Minnesota 55905
507-284-2511

Charanjit S. Rihal, MD, MBA
Chair, Personnel Committee
Rochester MN

Date:

To: Rochester Department and Division Chairs

Re: Workplace Sexual Harassment

Dear Colleagues,

Thank you for the discussion at the Department Chairs meeting this week. In response to ongoing media coverage related to sexual harassment, we are reminding all staff and leaders about Mayo's core values.

1. Our responsibility as leaders is to ensure a safe working environment for all of our staff, such that they can complete their professional duties without fear of discrimination, harassment or retaliation.
2. If you hear about issues related to mutual respect or sexual harassment, please contact the Personnel Committee Chair or Secretary for guidance. It is important that we report all incidents and situations so we can understand Mayo Clinic's overall status on this matter.
3. We have strong policies and processes in place to address issues that arise. Please take the time to review these as it will likely address many questions on this topic. Equal Employment and Affirmative Action, Sexual and Other Harassment, Title IX Sexual Misconduct Policy. The Corrective Action policy is another reference, though may not be applicable to all matters as many times a collegial conversation is appropriate. Corrective Action
4. We desire a professional and safe environment. Professional and personal boundaries must be respected. Striking the balance of collegiality and professionalism is our responsibility as chairs and leaders. Attached is a link to an article in the Wall Street Journal that was published recently. <https://www.wsj.com/articles/is-office-romance-still-allowed-1512144685>
5. We are reviewing our training materials and content to ensure they are robust and contemporary.

Do not hesitate to contact me as the Rochester Personnel Committee Chair or Stephanie Wendorff, Secretary, Personnel Committee with questions or requests for consultations.

Exhibit K

From: Said, Sameh M., M.B., B.Ch., M.D. [Said.Sameh@mayo.edu] on behalf of Said, Sameh M., M.B., B.Ch., M.D. <Said.Sameh@mayo.edu>
Sent: Wednesday, September 12, 2018 6:21 PM
To: Johnson, Rachel M. [RO CAR]; Johnson, Rachel M. [RO CAR]
Subject: RE: Meeting with Dr. Flick and Dr. Said

Sounds fishy and I can smell Dearani all over it
Fuckkkkk

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, September 12, 2018 11:02 AM
To: Said, Sameh M., M.B., B.Ch., M.D.
Subject: FW: Meeting with Dr. Flick and Dr. Said

You OK with this?

From: Anderson, Linda M. [RO A-A]
Sent: Wednesday, September 12, 2018 10:59 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Meeting with Dr. Flick and Dr. Said

Hi Rachel,

Dr. Flick has requested that I set up a recurring meeting with Dr. Said every 2 months for the next 6 months. Let's start with meeting #1. Can you give me some days and times over the next few weeks that Dr. Said could meet with Dr. Flick. They are both located at SMH so the meeting will be here if that helps. Linda

Linda M. Anderson | Department of Anesthesiology & Perioperative Medicine|
Administrative Assistant to:

Niki M. Dietz, MD; Kelly J. Doolittle, MD; Randall P. Flick, MD;
Dawit T. Haile, MD; Molly Herr, MD; Kent H. Rehfeldt, MD;
Gregory J. Schears, MD; Yu Shi, MD

Phone: 507-255-1246 | Fax: 507-255-2939 | E-mail: Imanderson@mayo.edu
Mayo Clinic | 200 First Street, SW., MB 2-860 | Rochester, MN USA 55905

Exhibit L

From: Said, Sameh M., M.B., B.Ch., M.D. [Said.Sameh@mayo.edu] on behalf of Said, Sameh M., M.B., B.Ch., M.D. <Said.Sameh@mayo.edu>
Sent: Tuesday, September 4, 2018 2:20 PM
To: Johnson, Rachel M. [RO CAR]; Johnson, Rachel M. [RO CAR]
Subject: Re: Coarctation case tomorrow

This is because of our shitty chair

Made every asshole in this fucking hospital able to look at us and talk to us this way
I'm really upset

Sent from my iPhone

On Sep 4, 2018, at 8:03 AM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

I can't believe she has the guts to tell you that.

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Saturday, September 01, 2018 11:27 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Fwd: Coarctation case tomorrow

Look at this ridiculousness
She is threatening me...

Sent from my iPhone

Begin forwarded message:

From: "Ashikhmina, Elena, M.D., Ph.D." <Ashikhmina.Elena@mayo.edu>
Date: September 1, 2018 at 8:43:01 AM CDT
To: "Said, Sameh M., M.B., B.Ch., M.D." <Said.Sameh@mayo.edu>
Subject: RE: Coarctation case tomorrow

Please book it so that everybody else shows up.
Also none of my business but FYI they are monitoring your weekend surgical activity very closely, so the indication of an emergent case should be thought through.

-----Original Message-----

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Saturday, September 01, 2018 8:39 AM
To: Ashikhmina, Elena, M.D., Ph.D.
Subject: RE: Coarctation case tomorrow

Great
Thank you

-----Original Message-----

From: Ashikhmina, Elena, M.D., Ph.D.
Sent: Saturday, September 01, 2018 8:38 AM
To: Said, Sameh M., M.B., B.Ch., M.D.
Subject: RE: Coarctation case tomorrow

I'll contact nurse anesthetist and we will plan 7:30.

-----Original Message-----

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Saturday, September 01, 2018 8:38 AM
To: Ashikhmina, Elena, M.D., Ph.D.
Subject: RE: Coarctation case tomorrow

That will be fantastic

-----Original Message-----

From: Ashikhmina, Elena, M.D., Ph.D.
Sent: Saturday, September 01, 2018 8:37 AM
To: Said, Sameh M., M.B., B.Ch., M.D.
Subject: RE: Coarctation case tomorrow

Ok. 7:30?

-----Original Message-----

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Saturday, September 01, 2018 8:37 AM
To: Ashikhmina, Elena, M.D., Ph.D.
Subject: RE: Coarctation case tomorrow

Sorry

[REDACTED]
F U C [REDACTED]

-----Original Message-----

From: Ashikhmina, Elena, M.D., Ph.D.
Sent: Saturday, September 01, 2018 8:36 AM
To: Said, Sameh M., M.B., B.Ch., M.D.
Subject: RE: Coarctation case tomorrow

Any medical record number?

-----Original Message-----

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Saturday, September 01, 2018 8:33 AM
To: Ashikhmina, Elena, M.D., Ph.D.
Subject: Coarctation case tomorrow

Hi Elena

I would like to do this baby tomorrow. A 3.4 kg neonate with severe coarctation and hypoplastic arch. Plan for sternotomy and I'll need right radial and a femoral

arterial lines

Thanks

Sameh

Sent from my iPhone

Exhibit M

From: Said, Sameh M., M.B., B.Ch., M.D. [Said.Sameh@mayo.edu] on behalf of Said, Sameh M., M.B., B.Ch., M.D. <Said.Sameh@mayo.edu>
Sent: Thursday, September 6, 2018 10:32 PM
To: Johnson, Rachel M. [RO CAR]; Johnson, Rachel M. [RO CAR]
Subject: Re: S [REDACTED]

Trust me I'll give you the best service.. you just need to get ready for it

Sent from my iPhone

On Sep 6, 2018, at 5:24 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

I get that they are in town, but I wish I got this kind of service. I should have to rearrange patients that have been scheduled for a month for someone that wants surgery soon because of convenience.

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Thursday, September 06, 2018 4:23 PM
To: Johnson, Rachel M. [RO CAR]; Reid, Rebecca K., P.A.-C.
Subject: Fwd: S [REDACTED]

Team, Don't make look incompetent please

Sent from my iPhone

Begin forwarded message:

From: "Hagler, Donald J., M.D." <Hagler.Donald@mayo.edu>
Date: September 6, 2018 at 5:21:04 PM EDT
To: "Said, Sameh M., M.B., B.Ch., M.D." <Said.Sameh@mayo.edu>
Cc: "Johnson, Rachel M. [RO CAR]" <Johnson.Rachel4@mayo.edu>, "Reid, Rebecca K., P.A.-C." <Reid.Rebecca@mayo.edu>
Subject: RE: S [REDACTED]

Ok

I will tell them to wait.

Donald J. Hagler, MD

Professor of Pediatrics and Medicine
Division of Pediatric Cardiology and
Department of Cardiovascular Diseases
Mayo Clinic College of Medicine
Rochester, MN
hagler.donald@mayo.edu
507 266-0676
FAX 507 255-8122

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Thursday, September 06, 2018 4:20 PM
To: Hagler, Donald J., M.D.

Cc: Johnson, Rachel M. [RO CAR]; Reid, Rebecca K., P.A.-C.
Subject: Re: S [REDACTED]

We will figure it out like always
No need to give up

Sent from my iPhone

On Sep 6, 2018, at 5:11 PM, Hagler, Donald J., M.D. <Hagler.Donald@mayo.edu> wrote:

Not sure what to do
Sounds like things are very busy next week.

Donald J. Hagler, M.D.

Professor of Pediatrics and Medicine
Division of Pediatric Cardiology and
Department of Cardiovascular Diseases
Mayo Clinic College of Medicine
Rochester, MN
hagler.donald@mayo.edu
507 266-0676
FAX 507 255-8122

From: Said, Sameh M., M.B., B.Ch., M.D.
Sent: Thursday, September 06, 2018 3:14 PM
To: Johnson, Rachel M. [RO CAR]
Cc: Reid, Rebecca K., P.A.-C.; Hagler, Donald J., M.D.
Subject: Re: S [REDACTED]

Just check if we can make these changes in the list next week

Sent from my iPhone

On Sep 6, 2018, at 3:54 PM, Johnson, Rachel M. [RO CAR]
<Johnson.Rachel4@mayo.edu> wrote:

Dr. Said,

Rebecca and I discussed and thought maybe you could do the case on September 24, so I called the patient but they really don't want to wait that long. I'm not sure what you mentioned for next week changes will work.

Let us know if any other plan would work.

Thanks,
Rachel

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, September 05, 2018 2:55 PM
To: Said, Sameh M., M.B., B.Ch., M.D.

Cc: Reid, Rebecca K., P.A.-C.; Hagler, Donald J., M.D.
Subject: S [REDACTED]

Dr. Said –

Dr. Hagler called up just a minute ago wondering if you'd have a surgical date available next week for this patient? He had a heart cath done today. Looking at your calendar, not sure which day would work best, if any.

Let me know.

Thanks,
Rachel

Rachel M. Johnson | Cardiovascular Surgery |
Medical Secretary to: Sameh M. Said, M.D. and
Juan A. Crestanello, M.D. | Ph: 507-255-7066 | Fax:
507-255-8674 | johnson.rachel4@mayo.edu
Mayo Clinic | 200 First Street SW | Rochester, MN
55905 | mayoclinic.org

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health care for 150 years.*
<http://150years.mayoclinic.org/>

Exhibit N

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Thursday, March 22, 2018 3:03 AM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

He came to the OR to watch me doing [REDACTED] case, asking how did you repair it?

Roxann Pike the anesthesiologist who hates me and is a close friend of Dearani himself and she spoke negative about me in my evaluation and I know that for a fact, today Jon Johnson told me in front of her that Roxann wants to you do baby of her relative and I'm sending it to you

You see, they know who has god result and they see how I work but they screw me but in the serious times, they send me their patients and relatives to operate on them

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:50 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

Did you really tell him you'd leave? Because that's a good threat. Cardiology called me today and said "Geez, everyone requests Dr. Said these days! Does Dearani even do peds anymore besides Ebsteins?" haha

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:49 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

Stulak is fucking with me and Dearani is listening to his bullshitt.

Then Dearani wants to delay my promotion to consultant because he thinks my evaluation may not be good and he doesn't want to risk it, bullshitt

I told him if I'm not consultant by July, I'm leaving

And other crap, I'm just tired. I'm working hard and turned this place upside down but it is not appreciated and

That's enough

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:44 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

explain

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:44 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

Yes

And I'm really very angry

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:44 PM

To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

Why what happened?? Are they still after you?

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:43 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

I had a very shitty day and I'm not going to tolerate Dearani or Stulak anymore
I think I will start to look for another place
I hate this fucking place

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:41 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

I thought I got more than this done today.....maybe by the end of the week it'll be all done... Lol I just need to focus

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 5:27 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: So much to do...

I feel dizzy and I have headache...
I personally can't do it. I have no doubt you will be able to do it because you're the most efficient and multitasking person in Mayo Clinic (only after me)..
Hang in there girl

.....

Sent from my iPhone

On Mar 20, 2018, at 10:11 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Here is just a small list of things I need to do in addition to scheduling all the patients surgery..... I didn't even have training last week, it's so hard to focus when there is so much that needs to be done

1. Trips – Said/Crestanello
2. ~~Dental appts on calendar~~
3. Eric Steeves
4. CME
5. CV
6. ~~Rebelein letter~~
7. ~~Ozaki~~
8. Marbree b-day
9. Keller flowers
10. Lauren Hoel story

11. Dues
12. JH care conference
13. Dismissal summaries
14. Dr. Said car class
15. Record review calls
16. FMLA
17. Bryce Mitchell research papers
18. Consult charges
- ~~19. Call Isadora's mom about appts.~~
20. Help Suzan with Maltais CV errors
- ~~21. Fetal referral—call mother~~
22. Collaborative Practice Agreements (x2) – Crestanello
- ~~23. Dearani—fetal consult—call mother~~
- ~~24. Intuitive Introductions—Crestanello~~
- ~~25. CV surgical numbers to Jon Johnson~~
26. MCHS Shadowing for Epic
27. Shorthand clean-up
28. Call schedule to MSS and SPS
29. Epic training reviews
30. Fetal list on calendar
31. Registration Scenarios – need to be done by 4/14
32. Block surgeons unavailable time in Epic
33. Crestanello – The Leadership Effect meeting
- ~~34. AATS Dues—Crestanello~~
35. France visa
36. Event fund dues

Rachel M. Johnson | Cardiovascular Surgery | Medical Secretary to: Sameh M. Said, M.D. and Juan A. Crestanello, M.D. | Ph: 507-255-7066 | Fax: 507-255-8674 | johnson.rachel4@mayo.edu
Mayo Clinic | 200 First Street SW | Rochester, MN 55905 | mayoclinic.org

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<http://150years.mayoclinic.org/>

Exhibit O

From: Said, Sameh M., M.D., M.B., B.Ch. [Said.Sameh@mayo.edu] on behalf of Said, Sameh M., M.D., M.B., B.Ch. <Said.Sameh@mayo.edu>
Sent: Thursday, March 22, 2018 3:19 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: So much to do...

He reads my operative reports. I realized today, he made a mistake and it was clear he lies

He told me about the case I did the Ross on her. Asked me technical question. He said that they were concerned why I did the Ross for this patient and the way I did it is different so I told him "I'm sorry is anesthesia now is going to tell me how I do the operation?" He said no it was not the anesthesia so I told him cardiologist then? They don't even understand what I'm doing he said no no it wasn't them but I'm trying to tell you we need to be careful about what we are doing. Obviously I realized he reads my reports and look up

My cases...son of a bitch

Sent from my iPhone

On Mar 21, 2018, at 10:13 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

Definitely not. He wouldn't know what to do.

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 10:12 PM
To: Johnson, Rachel M. [RO CAR]
Subject: Re: So much to do...

Just finished the OR today. Like everyday, I go home when everybody slept already and my wife is not happy because she feels I'm upset and she hates Dearani too

He wouldn't have done what I have done for his patient that died ..

He is jealous and doesn't appreciate what I have done for this fucking place in less than three years.
They will not find anybody to fill my shoes if I left.

Sent from my iPhone

On Mar 21, 2018, at 10:07 PM, Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu> wrote:

That's exactly what he thinks. He's playing you worse than Elena did. He doesn't do shit around the hospital but just because he has the title thinks he's the only one that matters and can do whatever he wants. You are of little importance to him

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 10:05 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

I know, this is all act and lie on his side. He just wants to show as if he is helping me. I'm not stupid
I know that

Then he asks me about Elena today too, brought lots of the past issues as if he reminds me

He wants to stay in control and this is his last resort. This delay in promotion and evaluations ..etc are all his tricks. He thinks I'm stupid

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 10:01 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

Did you ask Dearani about your previous reviews? The ones no one can seem to find.....because **THEY WERE NEVER DONE**

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:58 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

I did told him that and I told him send the evaluations because that bitch Renee is also playing a role. I told him if these people here don't think I'm fit to this place, then it is better for me to leave. He said: no, no you are of course fit but I want the process to go smooth...blah blah blah

I'm tired

I'm frustrated

I have to look for a different place, and that's what I'm going to do.

I can't tolerate Stulak and Maltais bullshit and tired of Dearani lack of leadership...This is distraction to me and I'm trying to focus

I spend more time here than at Home, I have problems with my wife, I don't see my kids

•
Fuck

Fuck

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:50 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

Did you really tell him you'd leave? Because that's a good threat. Cardiology called me today and said "Geez, everyone requests Dr. Said these days! Does Dearani even do pediatrics anymore besides Ebsteins?" haha

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:49 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

Stulak is fucking with me and Dearani is listening to his bullshit.
Then Dearani wants to delay my promotion to consultant because he thinks my evaluation may not be good and he doesn't want to risk it, bullshit
I told him if I'm not consultant by July, I'm leaving
And other crap, I'm just tired. I'm working hard and turned this place upside down but it is not appreciated and

That's enough

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:44 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

explain

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:44 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

Yes

And I'm really very angry

From: Johnson, Rachel M. [RO CAR]
Sent: Wednesday, March 21, 2018 9:44 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: So much to do...

Why what happened?? Are they still after you?

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Wednesday, March 21, 2018 9:43 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: So much to do...

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I hate this fucking place

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Subject: RE: So much to do...

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To: Johnson, Rachel M. [RO CAR]
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Hang in there girl

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Sent from my iPhone

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15. Record review calls
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17. Bryce Mitchell research papers
18. Consult charges
19. ~~Call Isadore's mom about appts.~~
20. Help Suzan with Maltais CV errors
21. ~~Fetal referral – call mother~~
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Rachel M. Johnson | Cardiovascular Surgery | Medical Secretary
to: Sameh M. Said, M.D. and Juan A. Crestanello, M.D. | Ph: 507-
255-7066 | Fax: 507-255-8674 | johnson.rachel4@mayo.edu
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mayoclinic.org

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for 150 years. <http://150years.mayoclinic.org/>*

Exhibit P

From: Johnson, Rachel M. [RO CAR] [Johnson.Rachel4@mayo.edu] on behalf of Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu>
Sent: Monday, July 2, 2018 6:48 PM
To: Said, Sameh M., M.D., M.B., B.Ch.; Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Because you're acting like a teenager and trying to make me feel bad for what I did. I have no shame, people go to parties where they don't know anyone and end up having to sit by themselves. I did it at a lot of grad parties and baby/bridal showers. Your mind must just think differently

I'm done arguing

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Monday, July 02, 2018 12:46 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Why did you say what you just said then?

From: Johnson, Rachel M. [RO CAR]
Sent: Monday, July 02, 2018 12:45 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

You think I'm the one being immature

From: Said, Sameh M., M.D., M.B., B.Ch.
Sent: Monday, July 02, 2018 12:44 PM
To: Johnson, Rachel M. [RO CAR]
Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Are you intentionally trying to make me angry right now? I would never expect you will say that even if it is a joke

From: Johnson, Rachel M. [RO CAR]
Sent: Monday, July 02, 2018 12:43 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Do you want your gift back from her then too?

From: Johnson, Rachel M. [RO CAR]
Sent: Monday, July 02, 2018 12:42 PM
To: Said, Sameh M., M.D., M.B., B.Ch.
Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Lol.

From: Said, Sameh M., M.D., M.B., B.Ch.

Sent: Monday, July 02, 2018 12:40 PM

To: Johnson, Rachel M. [RO CAR]

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Like I said, I don't go or accept friend requests from any one I don't know but I did it because of you, so stop that bull shitt that you're trying to say

I didn't know anyone in that freaking party, so I was not going to push myself and sit with people that I don't know but you treated me like shitt there and you embarrassed me, but I learned the lesson

I was just too respectful to you but I shouldn't have been

From: Johnson, Rachel M. [RO CAR]

Sent: Monday, July 02, 2018 12:36 PM

To: Said, Sameh M., M.D., M.B., B.Ch.

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Lol so you felt obligated to go.

From: Said, Sameh M., M.D., M.B., B.Ch.

Sent: Monday, July 02, 2018 12:35 PM

To: Johnson, Rachel M. [RO CAR]

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

I didn't know her either but I came as a respect to you and the same for her friend request on face book, I accepted it because of you too

May be I shouldn't have gone so I'm not sure why are you acting like this?

I'm assuming you're mature enough to have some kind of sense conversation

From: Johnson, Rachel M. [RO CAR]

Sent: Monday, July 02, 2018 12:33 PM

To: Said, Sameh M., M.D., M.B., B.Ch.

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

She wanted to invite you

You're the one that assumes everything

From: Said, Sameh M., M.D., M.B., B.Ch.

Sent: Monday, July 02, 2018 12:30 PM

To: Johnson, Rachel M. [RO CAR]

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Wow!!

There is no need for all that yelling. I came for your sister party because of your invitation

Now, I'm sorry that I came

No problem

From: Johnson, Rachel M. [RO CAR]

Sent: Monday, July 02, 2018 12:28 PM

To: Said, Sameh M., M.D., M.B., B.Ch.

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

I am not committed to you in any way. My sister invited you to HER party, it was not MY party therefore I should not feel obligated to have to speak with you the entire time. Everyone else there was family/friends that I hadn't seen in a long time and I wanted to spend time with them. You act like I'm your girlfriend

From: Said, Sameh M., M.D., M.B., B.Ch.

Sent: Monday, July 02, 2018 12:26 PM

To: Johnson, Rachel M. [RO CAR]

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Unbelievable, why are you like this?

From: Johnson, Rachel M. [RO CAR]

Sent: Monday, July 02, 2018 12:26 PM

To: Said, Sameh M., M.D., M.B., B.Ch.

Subject: RE: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Good for you. You can talk to yourself from now on

From: Said, Sameh M., M.D., M.B., B.Ch.

Sent: Monday, July 02, 2018 12:25 PM

To: Johnson, Rachel M. [RO CAR]

Subject: are we going to cry everytime or what? i'm trying to have a human-to-human conversation here

Exhibit Q

From: Said, Sameh M., M.D., M.B., B.Ch. [Said.Sameh@mayo.edu] on behalf of Said, Sameh M., M.D., M.B., B.Ch. <Said.Sameh@mayo.edu>
Sent: Wednesday, June 13, 2018 6:21 AM
To: Johnson, Rachel M. [RO CAR]; Johnson, Rachel M. [RO CAR]
Subject: Fwd: Cicek case today

I'm going crazy right now from this son of a bitch and his friend

So I emailed Cetta and Jon about it and I'm going to destroy both Cicek and Dearani on Monday conference when the case is presented

He is not going to touch a kid from now on so as long I'm alive

Fuck fuck fuckkkkkkkkkkk

Sent from my iPhone

Begin forwarded message:

From: <Said.Sameh@mayo.edu>
Date: June 13, 2018 at 12:15:42 AM CDT
To: <Johnson.Jonathan@mayo.edu>, <Cetta.Frank@mayo.edu>
Subject: Cicek case today

Hi Jon and Frank

The case that was done today is a disaster by all means. This is a straightforward conduit change and it has to be a 100% success but for a poor little girl to end up with a mechanical truncal valve and a thrombosed femoral artery requiring vascular surgery intervention in addition to more than two hours of circulatory arrest and on ECMO with Pulmonary hemorrhage because of a lousy surgeon is not acceptable in my mind.

First the plan when the case was discussed on Monday is just conduit change and that's why we discuss these cases so the plan stays the same. Second, this guy Cicek can't just bring kids here to operate upon and we pay the price of his complications.

Something needs to change and we can't afford losing a kid in a straightforward operation as you all know. We are just recovering from Bassem Mora era that Dearani put the program in it and we can't go back there again.

Thanks

Sameh

Sent from my iPhone

Exhibit R

From: "Said, Sameh M., M.D., M.B., B.Ch." <Said.Sameh@mayo.edu>, "Said, Sameh M., M.D., M.B., B.Ch." <"/O=MAYO CLINIC/OU=FIRST ADMINISTRATIVE GROUP/CN=RECIPIENTS/CN=M023989">

Sent on: Friday, July 20, 2018 3:47:47 PM

To: Johnson, Rachel M. [RO CAR] <Johnson.Rachel4@mayo.edu>; "Johnson, Rachel M. [RO CAR]" <"/O=MAYO CLINIC/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=M14489725c">

Subject: RE: Timecard

Every time I read this fucking email I get irritated. What does she think by sending you this fucking irritating question, it means she doesn't trust you and you are a liar. Not a good way to have good relation with your co-workers

You know I have your back 200%, but I don't want to do anything unless you give me a green light, so let me know and I'll handle it

We miss you at work, so come back quickly ☺, the office is tasteless when you are away

From: Johnson, Rachel M. [RO CAR]

Sent: Friday, July 20, 2018 8:44 AM

To: Said, Sameh M., M.D., M.B., B.Ch.

Subject: FW: Timecard

Every fucking time I'm away she tries to throw me under. She had to specifically go in and look at my timecard this morning since timecards are not due until next Wednesday. But I'll show her, she think she can win, but I prove her wrong every time. If she wants me to verify, I will verify more than she ever expected.

From: Johnson, Rachel M. [RO CAR]

Sent: Friday, July 20, 2018 8:42 AM

To: Roller, Melody J.

Subject: RE: Timecard

I don't know how else to verify but here are my sent emails from yesterday and the times. There should be a gap around 11am when I said I was going to log off and work on Dr. Said's CV and trips which I only did for like 25 minutes. I took a quick lunch and didn't log back in to the laptop right away as you'll see I sent his trip list to myself prior to logging off in the morning so called a hotel to book a room for a trip for Dr. Said then I updated the dot calendars for both surgeons trips. It started to rain here about 12:45 so I went down to the lodge for the rest of the evening and during that time, made 2 other hotel reservations, reserved flights for his Mayo Clinic FL rotation, and finalized things for his trip to Toronto in September.

Can we discuss this further when I return? I feel like I'm not trusted and usually am accused of doing something wrong while away on vacation.

Thanks,
Rachel

▲ Date: Yesterday

 Rachel Johnson	Thu 7/19/2018 6:56 PM	35 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 6:55 PM	33 KB
 Crestanello, Juan A., M...	Thu 7/19/2018 6:30 PM	63 KB
 Armstrong, Catherine ...	Thu 7/19/2018 6:29 PM	9 KB
 Kunde, Kathleen S. (Kat...	Thu 7/19/2018 6:24 PM	21 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 6:23 PM	9 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 6:22 PM	40 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 6:13 PM	33 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 6:12 PM	39 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 6:06 PM	8 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 5:35 PM	22 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 5:20 PM	8 KB
 Brincks, Rhonda K.; Rel...	Thu 7/19/2018 5:09 PM	19 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 5:09 PM	7 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 4:47 PM	40 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 4:46 PM	40 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 4:44 PM	39 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 4:43 PM	15 KB
 Larsen, Elizabeth J., M...	Thu 7/19/2018 4:43 PM	22 KB
 Said, Sameh M., M.D., ...	Thu 7/19/2018 4:37 PM	14 KB
 Jones, Renee M., M.S.	Thu 7/19/2018 4:36 PM	12 KB
 Armstrong, Catherine ...	Thu 7/19/2018 4:36 PM	8 KB
 Crestanello, Juan A., M...	Thu 7/19/2018 4:34 PM	12 KB
 Crestanello, Juan A., M...	Thu 7/19/2018 4:34 PM	13 KB

Said, Sameh M., M.D., ...	Thu 7/19/2018 4:32 PM	19 KB
• 'Rachel Johnson'	Thu 7/19/2018 2:28 PM	28 KB
Larsen, Elizabeth J., M... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Robinson, Brenda L., ... Larsen, Elizabeth J., M... Brincks, Rhonda K.; Cr... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Merkel, Nadine A. Reid, Rebecca K., P.A.-C. Brincks, Rhonda K. Homer, Justin Brincks, Rhonda K.; Cr... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Said, Sameh M., M.D., ... Flom, Elaine M. Flom, Elaine M. Said, Sameh M., M.D., ... Yawn, Elissa J., APRN, C....	Thu 7/19/2018 2:27 PM Thu 7/19/2018 2:27 PM Thu 7/19/2018 2:26 PM Thu 7/19/2018 2:22 PM Thu 7/19/2018 2:18 PM Thu 7/19/2018 2:17 PM Thu 7/19/2018 2:01 PM Thu 7/19/2018 2:00 PM Thu 7/19/2018 1:51 PM Thu 7/19/2018 1:51 PM Thu 7/19/2018 1:47 PM Thu 7/19/2018 1:30 PM Thu 7/19/2018 1:19 PM Thu 7/19/2018 1:15 PM Thu 7/19/2018 11:00 AM Thu 7/19/2018 10:52 AM Thu 7/19/2018 10:46 AM Thu 7/19/2018 10:41 AM Thu 7/19/2018 10:38 AM Thu 7/19/2018 10:37 AM Thu 7/19/2018 10:14 AM Thu 7/19/2018 9:35 AM Thu 7/19/2018 9:34 AM Thu 7/19/2018 9:34 AM	22 KB 21 KB 21 KB 38 KB 19 KB 10 KB 20 KB 26 KB 18 KB 18 KB 16 KB 8 KB 10 KB 5 KB 10 KB 12 KB 7 KB 12 KB 10 KB 16 KB 10 KB 9 KB 44 KB 6 KB
Johnson, Rachel M. [R... Reid, Rebecca K., P.A.-C. Brincks, Rhonda K. Smith, Patricia N. Said, Sameh M., M.D., ... 'Vanney, Michelle' Enterprise Practice Plan... Dahl, Sonja H., APRN, ... Dahl, Sonja H., APRN, ... Smith, Patricia N. Brincks, Rhonda K. Crestanello, Juan A., M... Said, Sameh M., M.D., ... Narr, Anthony J., D.N.P... Brincks, Rhonda K. Said, Sameh M., M.D., ... Brincks, Rhonda K.; Cr... Crestanello, Juan A., M...	Thu 7/19/2018 9:32 AM Thu 7/19/2018 9:32 AM Thu 7/19/2018 9:16 AM Thu 7/19/2018 9:13 AM Thu 7/19/2018 8:58 AM Thu 7/19/2018 8:54 AM Thu 7/19/2018 8:53 AM Thu 7/19/2018 8:49 AM Thu 7/19/2018 8:49 AM Thu 7/19/2018 8:47 AM Thu 7/19/2018 8:46 AM Thu 7/19/2018 8:41 AM Thu 7/19/2018 8:27 AM Thu 7/19/2018 8:20 AM Thu 7/19/2018 8:13 AM Thu 7/19/2018 8:04 AM Thu 7/19/2018 8:00 AM Thu 7/19/2018 8:00 AM	7 KB 8 KB 11 KB 11 KB 2 KB 3 KB 4 KB 4 KB 4 KB 9 KB 11 KB 12 KB 4 KB 16 KB 7 KB 12 KB 10 KB 14 KB

From: Roller, Melody J.
Sent: Friday, July 20, 2018 7:39 AM
To: Johnson, Rachel M. [RO CAR]
Subject: Timecard

Please verify accuracy of your timecard for Thursday, July 19.

Thank you,

Melody J. Roller | Cardiovascular Surgery | Secretarial Supervisor and Medical Secretary to: Richard C. Daly, MD and Alberto Pochettino, MD | Ph: 507-255-7065 | Fax: 507-255-8674 | Pager: 127-02122 | roller.melody@mayo.edu | **Mayo Clinic** | 200 First Street SW | Rochester, MN 55905 | mayoclinic.org
Mayo Clinic, a mission-driven worldwide leader in health care for 150 years. <http://150years.mayoclinic.org/>

Exhibit S

From: Said, Sameh M., M.D., M.B., B.Ch. [Said.Sameh@mayo.edu] on behalf of Said, Sameh M., M.D., M.B., B.Ch. <Said.Sameh@mayo.edu>
Sent: Saturday, May 26, 2018 2:01 PM
To: Johnson, Rachel M. [RO CAR]; Johnson, Rachel M. [RO CAR]
Subject: HR

You mentioned that I'm meeting with someone from HR. Who is this person and what is it about? If she doesn't say, then I'm not meeting with her/him

If it is Stephanie Guidinger again, tell her I will only meet with her in the presence of Joe Dearani and Renee Jones because those people are liars and everyone say something different than the others and I'm in the middle so I want to put them all in one room face to face

Thanks